

**THIS DOES NOT
CIRCULATE**

AGREEMENT
BETWEEN THE
CAPE MAY CITY EDUCATION ASSOCIATION
AND
BOARD OF EDUCATION OF CAPE MAY CITY
COUNTY OF CAPE MAY, NEW JERSEY

FOR THE YEARS:
1978-79, 1979-80, 1980-81

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Labor Relations

APR 11, 1980
RUTGERS UNIVERSITY

MARTIN R. PACHMAN
COUNSELLOR AT LAW
11 WEST MAIN STREET
FREEHOLD, NEW JERSEY 07728

7/1/81 - 6/30/81

CAPE MAY CITY BOARD OF EDUCATION
and
CAPE MAY CITY EDUCATION ASSOCIATION

Revised 2/1/80
Feb. 1, 1980

Errata sheet for proposed agreement

<u>Page</u>	<u>Article No. & Title</u>
2	Article I - Recognition - C. line 6 - change word "make" to "male"
6	Article III - Grievance Procedure Line 2, add comma after word "teacher" Line 3, delete comma after word "days"
7	Article III - Grievance Procedure Line 25 (3rd up from bottom of page), change word "may" to "make"
10	Article IV - Teachers' Rights Subsection B, line 4, change word "of" to "or"
12	Article V - add "and the Constitution of the State of New Jersey."
16	Article IX - Teacher Evaluation Subsection A, line 3, spelling error -- "eavesdropping" is correct
19	Article X - Sick Leave . . . Subsection D, line 3, add "s" to word "uncle" Subsection G, line 1, delete final "m" on word "resignation"
23	Article XIII - Board Rights Subsection A. 2. line 2, delete word "them"
25	Article XV - Personal and Academic Freedom Subsection A, line 2 - delete word "other"
27	Article XVII - Professional Development Paragraph 3 (heading) - change word "disbursable" to "reimbursable"
32	Schedule A - 1978-79 Salary Guide (use copy marked "Revised 1/22/80")
33	" B - 1979-80 " " " " " "
34	" C - 1980-81 " " " " " "
21	Article XI - Extended Leaves of Absence Subsection F, line 4 - after word "leave" delete period, add comma and in parentheses add words "(school year)".

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PREAMBLE

This Agreement is entered into this 12th day of December, 1979 by and between the Board of Education of the City of Cape May, New Jersey, hereinafter called the Board, and the Cape May City Education Association, hereinafter called the Association. The duration of this Agreement will be provided in Article XIX.

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the Cape May City School District is their mutual aim; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement,

IN CONSIDERATION OF THE FOLLOWING MUTUAL COVENANTS, IT IS HEREBY ACKNOWLEDGED AS FOLLOWS:

ARTICLE I
RECOGNITION

A. The Board hereby recognizes the Association, during the lifetime of this Agreement, as the exclusive representative for purposes of collective negotiations, concerning the terms and conditions of employment for the employees as set forth in Appendix "A", attached hereto and made a part hereof.

B. All other positions established or to be established by the Board, not specifically encumbered above, are excluded from the negotiating unit, unless agreed to by the parties or determined by the Public Employment Relations Commission to be included within the unit.

C. Unless otherwise indicated, the term "teachers" when used hereinafter in this Agreement or the term "employees" when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as set forth in Appendix "A", and references to male teachers shall include female teachers.

D. Should the unit be modified in accordance with "B" above, negotiations will take place between the parties as to the terms and conditions of any new unit positions.

ARTICLE II
NEGOTIATION PROCEDURES

A. In accordance with the provisions of Chapter 123 P.L. 1974, N.J.S.A., the parties agree to commence collective negotiations on a successor agreement not later than October 1 of the calendar year preceeding the calendar year in which this Agreement expires.

B. Upon reasonable request by the President of the Association, the Board agrees to make known to the President when and where the Association may obtain documents that the Board is required by law to release.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

D. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III
GRIEVANCE PROCEDURE

A. DEFINITIONS

1. Grievance

A "grievance is a claim by a teacher or the Association based upon the interpretation, application or violation of the Agreement, policies or Administrative decisions affecting a teacher or group of teachers.

2. Aggrieved Person

An "aggrieved person" is the person or persons or the Association making the claim.

3. Party in Interest

A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. PURPOSE

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare or terms and conditions of employment of teachers as will be defined by law. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. PROCEDURE

1. Time Limits

Since it is important that grievances be processed as rapidly as possible, the number of school days indicated at

ARTICLE III (Cont.)
Grievance Procedure

each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Year-End Grievances

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

3. Waiver of Grievances

Any grievance affecting an individual shall be deemed waived unless it is submitted within twenty (20) school days after the aggrieved party knew or should have known of the event or conditions on which it is based. Grievances affecting a group of teachers shall be deemed waived unless submitted within twenty (20) school days after the last particular incident which affects any member of the group.

4. Level One-Principal

a. Any teacher or group of teachers who has a grievance or proposal, shall discuss it first with the principal in an attempt to resolve this matter informally at that level.

ARTICLE III (Cont)
Grievance Procedure

b. If, as a result of the discussion, the matter is not resolved to the satisfaction of the teacher, within five (5) school days he shall set forth his complaint in writing to the principal. The principal shall communicate his decision to the teacher in writing within ten (10) school days.

5. Level Two-Board of Education

a. If the grievance is not resolved to the teacher's satisfaction, he may request a review by the Board of Education within ten (10) school days. The request shall be submitted in writing through the principal who shall attach all related papers and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance, hold a hearing with the teacher if requested, and render a decision in writing within ten (10) school days.

6. Level Three-Arbitration

a. If the aggrieved teacher is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Board of Education and the grievance alleges a violation of the terms of this Agreement, only then he may, within ten (10) school days after the decision by the Board of Education or fifteen (15) school days after the decision was delivered to the Board of Education, request in writing that the Association submit the

ARTICLE III (Cont)
Grievance Procedure

grievance to arbitration. The Association will determine whether or not the grievance shall be processed to arbitration. It may submit the grievance to arbitration within ten (10) school days after receipt of the request by the aggrieved person.

b. Within ten (10) school days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

c. The arbitrator so selected shall confer with the representatives of the Board and of the Association and hold hearings promptly and shall issue his decision not later than twenty (20) calendar days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date of the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is in violation of the terms of this Agreement. The decision of

ARTICLE III (Cont)
Grievance Procedure

the arbitrator shall be submitted to the Board and the Association, and shall be final.

d. The costs for services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association.

D. RIGHTS OF TEACHERS TO REPRESENTATION

1. Teacher and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and state its view at all stages of the grievance procedure.

2. Reprisals

No reprisals of any kind shall be taken by the Board or any member of the administration against any party in interest, any representative, any member of the Association or any other participant in the grievance procedure by reason of such participation.

E. MISCELLANEOUS

1. Group Grievance

If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

ARTICLE III (Cont)
Grievance Procedure

2. Written Decision

Decisions rendered at Level One which are unsatisfactory to the aggrieved person, and all decisions rendered at Levels Two and Three of the grievance procedure shall be in writing, setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and the Association.

3. Separate Grievance File

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. Forms

If it becomes necessary, forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents will be prepared jointly by the principal and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

5. Meetings and Hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

ARTICLE IV
TEACHER'S RIGHTS

A. No teacher shall be discharged, disciplined or reduced in rank or compensation without just cause. For purposes of this clause, nonrenewal of a non-tenured teacher, withholding of an increment, or the substance of a negative evaluation shall not constitute a discharge, disciplinary action or reduction in rank or compensation.

B. Whenever any teacher is required to appear before the Board or any committee thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview, and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.

C. The Board and the Association agrees that no teacher be required under any circumstances to transport a student in a private automobile.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Representatives of the Association may be permitted to transact official Association business on school property at reasonable times provided they abide by Board policy.

B. Cape May City Education Association member employees may use buildings at any time when available and upon notification of the administrative office.

C. The Association shall have exclusive use of a bulletin board in the faculty lounge in the building. Copies of all materials to be posted on such bulletin boards shall be subject to review by the principal.

D. The Association may use the school mail boxes in a reasonable manner with the permission of the principal.

E. Material addressed to the building representatives received in the building will be placed in their mail boxes.

F. The President of the Association or his representative shall enjoy freedom to enter and leave the building on Association business at reasonable times when school is in session and if not otherwise assigned, subject to approval of the principal.

G. The Association shall have the privilege to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times when such equipment is not otherwise in use, upon notification. The Association shall pay for the reasonable costs of all materials and supplies incidental to such use.

ARTICLE V (Cont)
Association Rights and Privileges

H. The Association hereby reserves unto itself all powers and rights vested and conferred upon it by the rules, regulations, laws and the Constitution of the United States of America, and the Constitution of the State of New Jersey.

ARTICLE VI
SCHOOL CALENDAR

A. Prior to April 1 of each year the Association shall meet with the principal and submit its recommendations for the calendar for the ensuing year.

B. The number of teaching workdays during the 1978-79 1979-80 and 1980-81 school calendars as adopted shall not exceed 186, consisting of 182 actual teaching days plus four (4) in-service days for orientation, one (1) NJEA (2) and County workshop (1).

ARTICLE VII

SALARIES

A. The salaries of all teachers covered by this Agreement are set forth in Schedules A, B and C which are attached hereto, and reflect increases of \$850., \$1150. and \$1400. per teacher in 1978-79, 1979-80 and 1980-81 respectively.

B. 1. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal and semi-monthly installments. Payments shall be made not later than the fifth and twentieth of each month.

2. (a) Teachers may individually elect to have ten (10) percent of their monthly salary deducted from their pay. Payment of these funds will be made in June.

(b) A teacher who selects the option of summer payment shall have this option continued once selected, until notification of his wish to discontinue is presented to the Board Secretary in writing; such notice must be received on or before June 1 for it to be effective for the next following academic year.

3. When pay-day falls on or during a school holiday, vacation or weekend, teachers shall receive their paychecks on the last previous working day.

4. Teachers shall receive their final checks on the last working day in June provided that all school equipment is returned and standard check-out procedures completed.

ARTICLE VIII

TEACHER ASSIGNMENT & TRANSFER

A. Teachers shall be notified of their employment and salary status for the ensuing year no later than April 1. Ethically the Association when notified by a teacher will inform the Board of teachers not returning by April 1.

B. Teachers shall be given written notice of their tentative assignments not later than June 1.

C. All teachers shall be notified of vacancies as soon as possible.

ARTICLE IX
TEACHER EVALUATION

A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with the full knowledge of the teacher. The use of eavesdropping, public address, audio systems and similar surveillance devices shall be strictly prohibited.

1. Teachers shall be given a copy of any class visit or evaluation report prepared by his evaluators at least one day before any conference to discuss it. No teacher shall be required to sign a blank or incomplete form and such signature indicates receipt of said evaluation and not agreement with it.

2. Teaching staff members shall have the right to file a rebuttal to any evaluation within ten (10) school days, and said rebuttal shall be signed by the teacher and attached to the teacher's evaluation in his personnel file.

3. Tenured teachers shall be observed at least once a year and non-tenured teachers at least three times a year.

B. The Board agrees to abide by such procedures contained within the rules, regulations and State statutes concerning tenured and non-tenured teacher evaluation, withholding of increments and non-renewal.

C. Teachers have the right to review non-confidential material in their personnel file by making an appointment with the Administrative Principal. Confidential material is defined as letters of reference and other similar documents which shall not be used in any disciplinary action. The teacher shall

ARTICLE IX (Cont)
Teacher Evaluation

have the right to have a representative present during the teacher's inspection of his file, and the Board shall have the right to have its representative present during the teacher's inspection of his file. The teacher shall have the right to make a copy of any material within the file at the cost of .15¢ for each copy after having been given one free copy at any prior time.

ARTICLE X

SICK LEAVE & TEMPORARY LEAVES OF ABSENCE

A. Sick Leave

All full time employees shall be entitled to ten (10) sick leave days each school year as of the first official day of said school year whether or not they report for duty on that day. Twelve (12) days sick leave per year are allowed for all full-time twelve (12) month staff members. Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. Temporary Leaves of Absence

All full-time employees shall be entitled to three (3) non-accumulative personal leave days within each school year, provided that a formal written request is initiated stating the reasons therefor. Said request shall be approved by the principal and shall have been submitted at least five (5) days prior to the date requested, except in emergency. A copy of each request shall be filed with the principal. Except in emergency, personal leave shall not be granted at the beginning or at the end of the school year, or immediately prior to or after any scheduled vacation period or school holiday.

C. In case of absence on account of death of husband or wife, mother or father, son or daughter, brother or sister, full salary shall be paid for a period of up to five (5) consecutive weekdays, except Saturday. This provision shall apply in case of death of another member of the immediate household of the employee.

ARTICLE X (Cont)

Sick Leave & Temporary Leaves of Absence

D. One day's absence without loss of pay shall be allowed to attend the funeral of grandparents, great-grandparents, aunts, uncles, nieces, nephews, first cousin or any in-law or close friend not covered by the preceding paragraph.

E. Five (5) days not accumulative. Serious illness in immediate family.

F. All requests for permission to be absent for reasons other than illness must be made in writing by the teacher to the principal, including specific time required and the reason for absence in accordance with the foregoing.

G. Conversion of Sick Leave at Retirement

Effective July 1, 1975, upon retirement or resignation any teacher who has been employed in the Cape May City Elementary School for a minimum of fifteen years prior to retirement or resignation shall be paid a retirement bonus to be computed as follows: 5% of the unused portion of accumulated sick leave days as of September of the beginning of the last school year of employment-times the daily rate of pay computed at 1/200th of the annual salary as of September of the last school year of employment, payable as of actual date of retirement.

H. Religious Holidays

Up to three (3) days leave per school year without loss of pay for observance of religious holidays, where said observance prevents the teacher from working on said days.

ARTICLE XI
EXTENDED LEAVES OF ABSENCE

A. Any teacher who has served continuously in the Cape May City Public School for a period of at least seven (7) years may, on the recommendation of the principal, be granted sabbatical leave of absence not exceeding one (1) year for the following purposes:

- (1) approved study
- (2) approved travel

B. A teacher on sabbatical leave shall receive five (5) months salary for a full years absence or 5 months salary for one-half year absence. Requests for leave of absence shall be made before January 1 of the school year previous to the school year for which leave of absence is requested, and the Board shall act upon the request by April 1.

A teacher returning from sabbatical leave shall be placed on the step of the schedule he/she would have attained had he/she remained in the school system. The salary will be paid to the teacher in the first pay of the following teaching year.

All instructional members are to be covered by benefits permitted by law or the Association - Board Contractual Agreement in existence.

C. A teacher shall notify the principal of her pregnancy. Said teacher shall be available for leave without pay whenever deemed necessary by her physician. Said leave shall terminate twelve (12) months after the birth of the child. The teacher,

ARTICLE XI (Cont)
Extended Leaves of Absence

if she so elects, may return to her position when physically able to perform her duties as consistent with the law.

D. Any teacher adopting an infant child shall receive similar leave which shall commence upon his or her receiving de facto custody of said infant.

E. Other leaves of absence without pay may be granted by the Board for good reason. A teacher shall not receive increment credit for time spent on a leave pursuant to Sections C or D of this Article, nor shall such time count toward the fulfillment of the time requirements for acquiring tenure. Applications for leave are subject to the approval of the principal. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulative sick leave, shall be restored to him upon his return and every effort shall be made to assign to the same position which he held at the time said leave commenced. All extensions or renewals of leaves shall be applied for in writing, If the Board approves such application, the teacher shall be notified in writing.

F. Any teacher who has been granted a sabbatical leave shall be obligated to return to employment in the Cape May City School District for a minimum of one year following completion of this sabbatical leave, (school year).

ARTICLE XII

PROTECTION OF TEACHER, STUDENTS & PROPERTY

A. Unsafe and Hazardous Conditions

Teachers shall not be required to work under unsafe or hazardous conditions.

B. Assault

1. Legal Assistance

The Board shall give full support including legal and other assistance for any physical assault upon the teacher while acting in the correct discharge of his duties.

2. Leave

When absence arises out of or from such assault or injury, the teacher shall be entitled to full salary less workmen's compensation and other benefits for the period of such absence but shall not forfeit any sick leave or personal leave.

C. Reporting Assaults

1. Principal or Immediate Superior

Teacher shall immediately report in writing cases of assault suffered by them in connection with their employment to their principal or other immediate superior.

ARTICLE XIII

BOARD RIGHTS

A. The Board, on its own behalf and on behalf of the citizens of Cape May City, New Jersey, hereby retains and reserves unto itself all powers, rights, authorities, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey and of the United States, including the following rights:

1. To the executive management and administrative control of the school system and its properties, and its facilities.
2. To hire and dismiss all employees and subject to the provisions of law to determine their qualifications and to promote and transfer employees;
3. To establish policies regarding grading systems and courses of instruction, including special programs.
4. To decide upon the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature;
5. To determine schedules and the hours of instruction.

B. The exercise of the foregoing rights, powers, authorities, duties and responsibilities of the Board, the adoption of policies, rules, regulations and practices and the furtherance thereof, and the implementation thereof shall be limited by the specific and express terms of this Agreement and the rules, regulations and Statutes of the State of New Jersey.

ARTICLE XIV
INSURANCE PROTECTION

Full Health Coverage

Beginning July 1, 1973 and continuing thereafter the Board shall provide the health care insurance protection designated below. The Board shall pay the full premium for each teacher and, in cases where appropriate, for family-type insurance coverage under the New Jersey State Health Benefits Plan.

MARTIN R. PACHMAN
COUNSELLOR AT LAW
WEST MAIN STREET
METHUEN, NEW JERSEY 07728

ARTICLE XV
PERSONAL AND ACADEMIC FREEDOM

A. Citizenship

Teachers shall be entitled to full rights of citizenship, and no religious or political activities of any teacher or lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher, providing said activities do not violate any local, state or federal law.

B. Academic

The Board and the Association agree that academic freedom is essential to the fulfillment of the purposes of the Cape May City Elementary School District, and they acknowledge the fundamental need to protect teachers from any censorship or restraint which might interfere with their obligation to pursue truth in the performance of their teaching functions.

ARTICLE XVI

TEACHING HOURS AND TEACHING LOAD

A. Teacher Day

1. Arrival and Dismissal Time

No teacher shall be required to report for duty earlier than 8:20 A.M., ten minutes before the opening of the pupil's school day and they shall be permitted to leave at 3:30 P.M., one-half hour after the close of the pupil's school day. On Fridays or on days preceding holidays or vacations the teachers' day shall end at the close of the pupil's day.

2. The Board will guarantee a minimim of 200 minutes of preparation time per week within the instructional day to classroom teachers provided that specialists are available to take over their class in accordance with the schedule. In the event a specialist is unavailable the Board will make a good faith attempt to get a substitute.

3. Beginning September 1, 1977, teachers shall be relieved of cafeteria duty. Aides are to be in cafeteria.

ARTICLE XVII

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

To encourage professional staff members to pursue a graduate program of education, a grant-in-aid of up to three hundred dollars (\$300.00) per year shall be allowed for courses commencing after July 1, 1976, exclusive of courses required for certification for the position for which he or she is employed.

Prior Approval

Prior approval of course by Administrative Principal is required on forms provided by the Board of Education.

Reimbursable Items

Tuition

Books and instructional materials

Successful Completion

A passing mark is required, Transcripts must be submitted to the Principal's Office.

Course Level

Graduate

Reimbursement

Payment will be made after request in writing on form provided by the Board of Education.

ARTICLE XVIII

MISCELLANEOUS PROVISIONS

Whenever any notice is required to be given by either of the parties to this Agreement to the others pursuant to the provisions of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

A. If by the Association, to Board at Cape May City Elementary School, 921 Lafayette Street, Cape May, New Jersey 08204. Attention: Board Secretary.

B. Copies of this Agreement shall be made by the Board within thirty (30) days after the Agreement is signed and presented to all teachers now employed, hereinafter employed or considered for employment by the Board.

C. It is recognized that unilateral reduction of benefits which are terms and conditions of employment is unlawful. Therefore, proposed new rules or modifications of existing rules concerning terms and conditions of employment shall be negotiated with the majority representative prior to implementation.

D. The Board will continue to provide secretarial assistance to the teaching staff when such assistance is available.

MARTIN R. PACHMAN
COUNSELLOR AT LAW
1 WEST MAIN STREET
MIDDLETOWN, NEW JERSEY 07728

ARTICLE XIX

DURATION OF AGREEMENT

SALARIES

A. Effective with the 1978-79 school year, each teacher shall receive an increase of \$850.00; in 1979-80 an increase of \$1,150.00; and in 1980-81 an increase of \$1,400.00 all inclusive of increments on guides and guides to be worked out by the parties.

TERM AND RENEWAL

B. This Agreement shall be effective as of July 1, 1978 except as herein provided and shall continue in full term and effect until June 30, 1981, when it shall expire unless an extension is agreed to by both parties and expressed in writing prior to said date.

1. The benefits awarded by this Agreement shall be retroactive to the effective date hereof to the extent possible, and it is understood that such benefits shall be provided to all employees in the employ of the employer on or after December 12, 1979, and no others.

WITNESS

In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first written above.

ERIN R. PACHMAN
SUSSEX COUNTY ATTORNEY
10 WEST MAIN STREET
MIDDLETOWN, NEW JERSEY 07920

Karin A. Slack
PRESIDENT, CAPE MAY CITY
EDUCATION ASSOCIATION

Robert L. Meunier
PRESIDENT, CAPE MAY CITY BOARD
OF EDUCATION

ATTEST:

ATTEST:

Rona P. Craig
Secretary, Cape May City
Education Association

Jane B. Briant
Secretary, Cape May City Board
of Education

MARTIN R. PACHMAN
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APPENDIX "A"

INCLUDED:	CERTIFIED TEACHERS
EXCLUDED:	ADMINISTRATORS

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REVISED
SCHEDULE "A"

CAPE MAY CITY

1978-79

	BA	BA+15	MA
1.	10,530.	10,397.50	11,370.
2.	10,930.	11,297.50	11,770.
3.	11,330.	11,697.50	12,170.
4.	11,750.	12,117.50	12,590.
5.	12,170.	12,537.50	13,010.
6.	12,640.	13,007.50	13,480.
7.	13,112.50	13,480.	13,952.50
8.	13,585.	13,952.50	14,425.
9.	14,057.50	14,425.	14,897.50
10.	14,580.	14,947.50	15,420.
11.	15,105.	15,472.50	15,945.
12.	15,630.	15,997.50	16,470.
13.	16,155.	16,522.50	16,995.
14.	16,730.	17,097.50	17,570.
18.	17,057.50	17,425.	17,897.50
23.	17,372.50	17,740.	18,212.50
28.	17,687.50	18,055.	18,527.50
33.	18,002.50	18,370.	18,842.50
38.	18,317.50	18,685.	19,157.50
43.	18,632.50	19,000.	19,472.50

NOTE: Teachers seeking placement on the advanced salary guides must submit written proof (official college seal transcripts) of successful completion of graduate credits: transcript is to be presented to the Administrator. Once permanently certified, then the teacher will become eligible to apply for advanced placement. Salary to be pro-rated as of completion date of courses.

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REVISED
SCHEDULE "B"

CAPE MAY CITY

1979-80

	BA	BA+15	MA
1.	11,280.	11,647.50	12,120.
2.	11,680.	12,047.50	12,520.
3.	12,080.	12,447.50	12,920.
4.	12,480.	12,847.50	13,320.
5.	12,900.	13,267.50	13,740.
6.	13,320.	13,687.50	14,160.
7.	13,790.	14,157.50	14,630.
8.	14,262.50	14,630.	15,102.50
9.	14,735.	15,102.50	15,575.
10.	15,207.50	15,575.	16,047.50
11.	15,730.	16,097.50	16,570.
12.	16,255.	16,622.50	17,095.
13.	16,780.	17,147.50	17,620.
14.	17,305.	17,672.50	18,145.
15.	17,880.	18,247.50	18,720.
18.	18,207.50	18,575.	19,047.50
23.	18,522.50	18,890.	19,362.50
28.	18,837.50	19,205.	19,677.50
33.	19,152.50	19,520.	19,992.50
38.	19,467.50	19,835.	20,307.50
43.	19,782.50	20,150.	20,622.50

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RTIN R. PACHMAN
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REVISED
SCHEDULE "C"

CAPE MAY CITY

1980-81

	BA	BA+15	MA
1.	12,280.	12,647.50	13,120.
2.	12,680.	13,047.50	13,520.
3.	13,080.	13,447.50	13,920.
4.	13,480.	13,847.50	14,320.
5.	13,880.	14,247.50	14,720.
6.	14,300.	14,667.50	15,140.
7.	14,720.	15,087.50	15,560.
8.	15,190.	15,557.50	16,030.
9.	15,662.50	16,030.	16,502.50
10.	16,135.	16,502.50	16,975.
11.	16,607.50	16,975.	17,447.50
12.	17,130.	17,497.50	17,970.
13.	17,655.	18,022.50	18,495.
14.	18,180.	18,547.50	19,020.
15.	18,705.	19,072.50	19,545.
16.	19,280.	19,647.50	20,120.
18.	19,607.50	19,975.	20,447.50
23.	19,922.50	20,290.	20,762.50
28.	20,237.50	20,605.	21,077.50
33.	20,552.50	20,920.	21,392.50
38.	20,867.50	21,235.	21,707.50
43.	21,182.50	21,550.	22,022.50

NOTE: Teachers seeking placement on the advanced salary guides must present written proof (official college seal transcripts) of successful completion of graduate credits: transcript to be presented to the Administrator. Once permanently certified, then the teacher will become eligible to apply for advanced placement. Salary to be pro-rated as of completion date of courses.

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